



Coaching & Leadership



Objective

Enhance your personal effectiveness and your ability to make a difference in your life and the lives of others by exploring concepts of Coaching and Leadership

What Coaching Is Not....

- Therapy:**

Is a problem solving tool, in which one person of greater education helps or therapeutically treats another individual who is not functioning well due to physical, emotional or psychosocial difficulties.

- Consulting:**

Is an expertise tool, in which a person with greater knowledge or experience in a particular area assists a person or organization lacking in that knowledge experience primarily by assessing or advising.

- Mentoring:**

Is an advancing tool, in which one person of greater station, expertise or experience assists another to improve his/her position within an organization or system.

What Coaching Is.....

A coach inspires you to go beyond where you normally might stop, to achieve exceptional performance, enhanced productivity, a balanced life, or to manage your personal business and work in a more effective manner.

Coaching makes it possible for individuals to succeed in areas where they are currently ineffective.

A coach is your mirror, and helps you to overcome blocks to your personal and professional success, to find a better, faster way to fulfillment.

A coach is a partner who has only a commitment to your success in mind.

Think of a coach as a partner who assists you to win in the game of life and business!

LEADERSHIP – WHY?

"Leadership is the art of mobilizing others to want to struggle for shared aspirations."

"The great leader takes people where they don't readily want to go, but ought to be."

"True leaders tap into peoples hearts and minds."

"Get the right people on the bus and you can do anything!"

Jim Collins – Good To Great

"On average, close to 90% of leadership success is attributable to emotional intelligence."

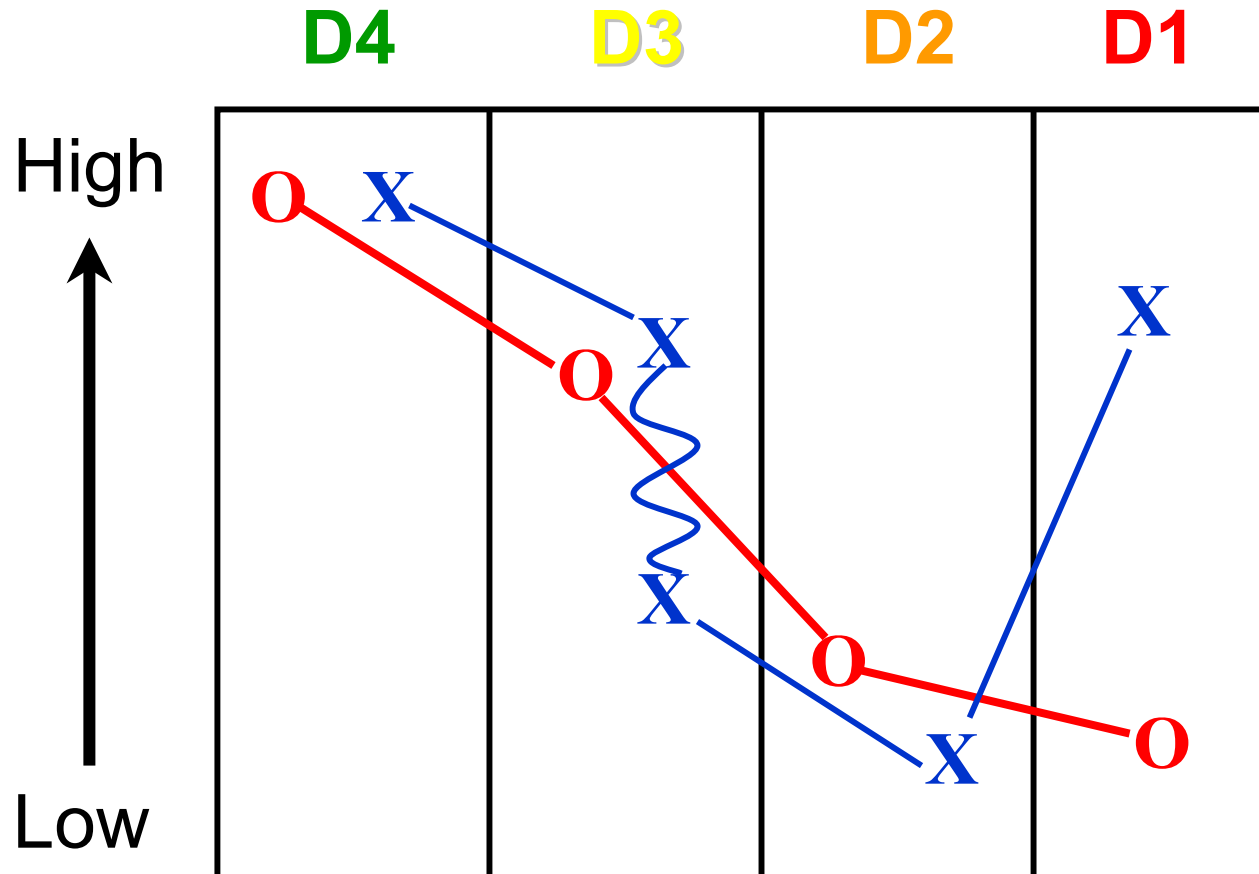
Daniel Goleman on Emotional Intelligence:

DEVELOPING LEADERS

DEVELOPMENT

O = Competence

X = Commitment





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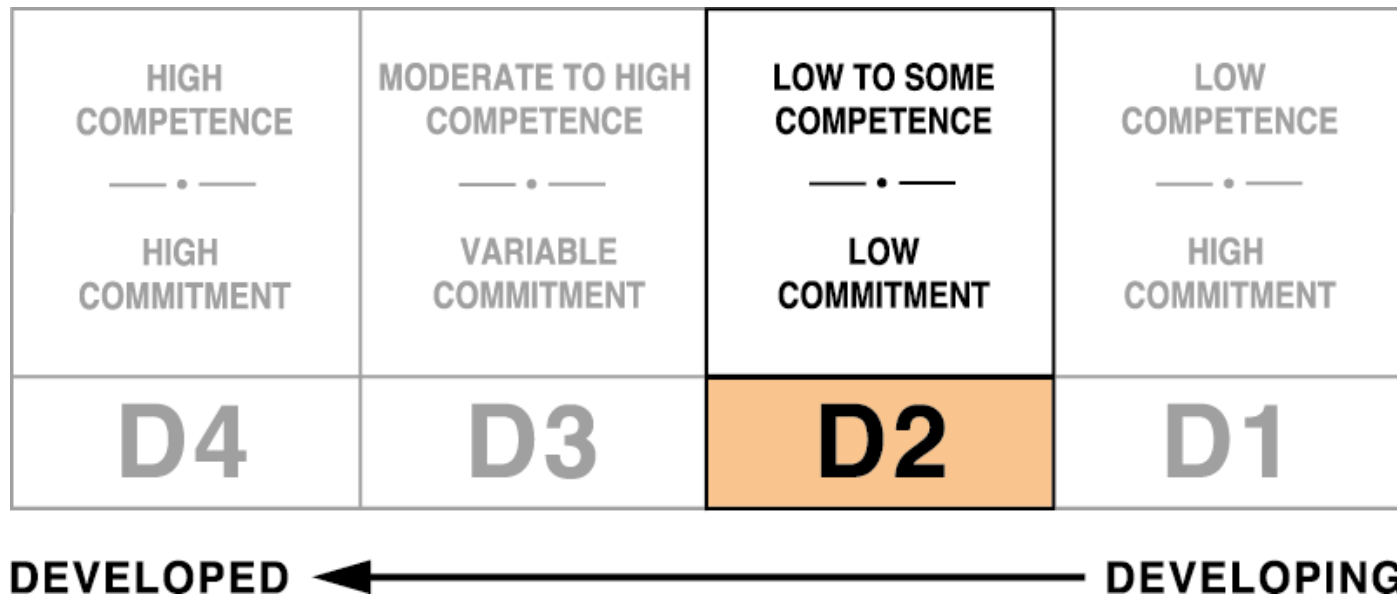


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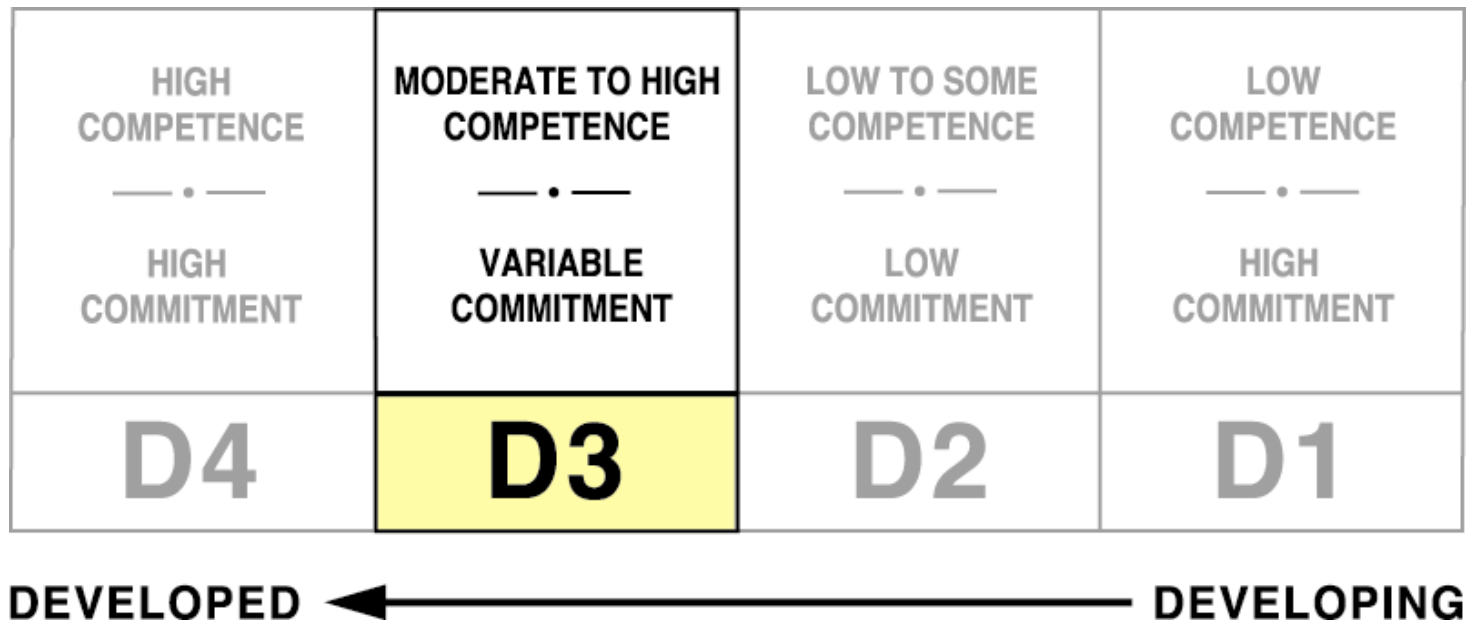
Development Level 1



Development Level 2



Development Level 3



Development Level 4



Directive and Supportive Behaviors

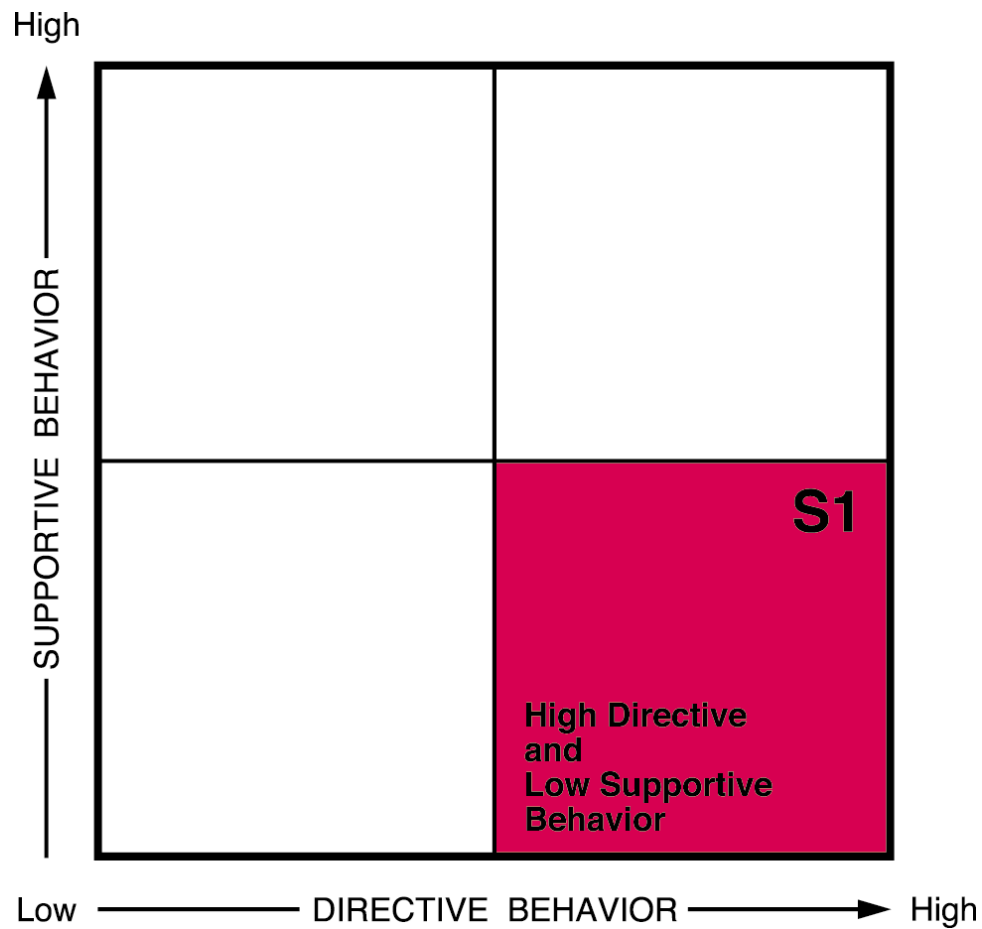
Directive

- Goal Setting
- Action Plans
- Priorities
- Roles
- Timelines
- Evaluating
- Show How

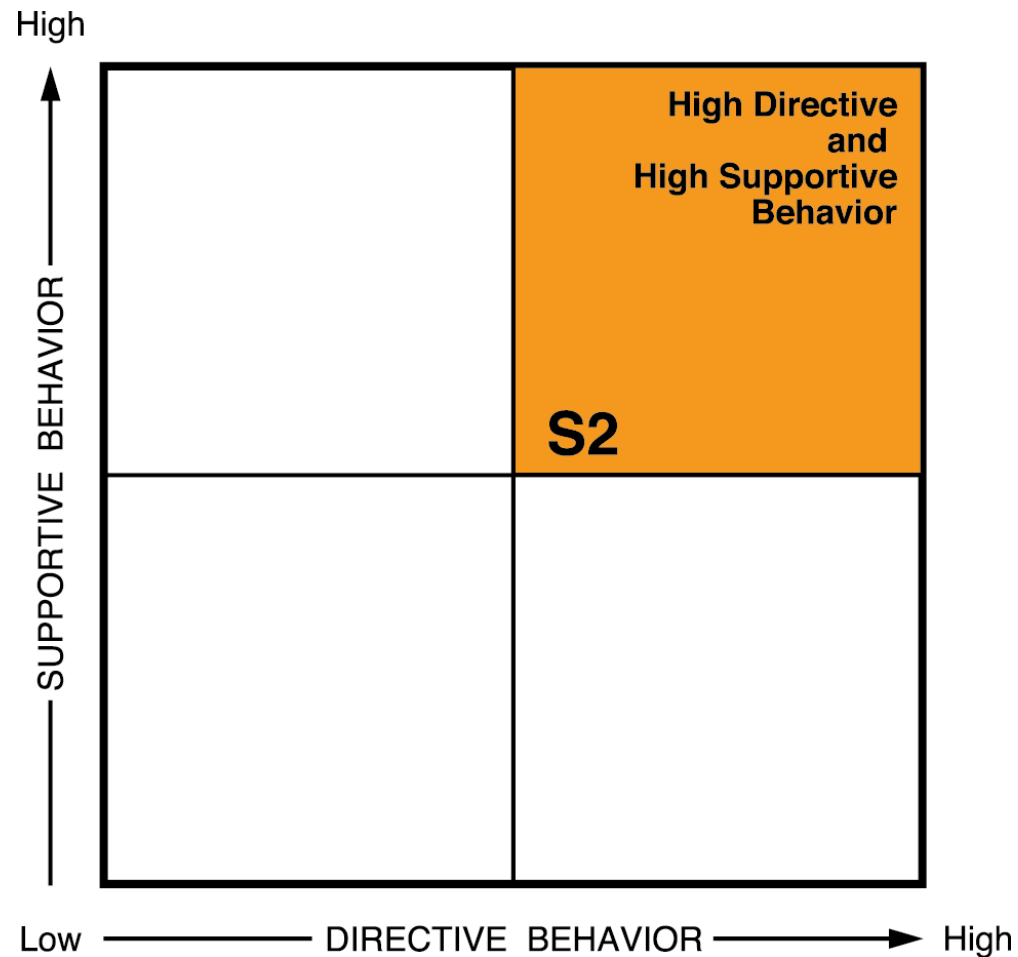
Supportive

- Listening
- Praising
- Info/Organization
- Info/Self
- Facilitating Problem Solving
- Ask for Input
- Rationale

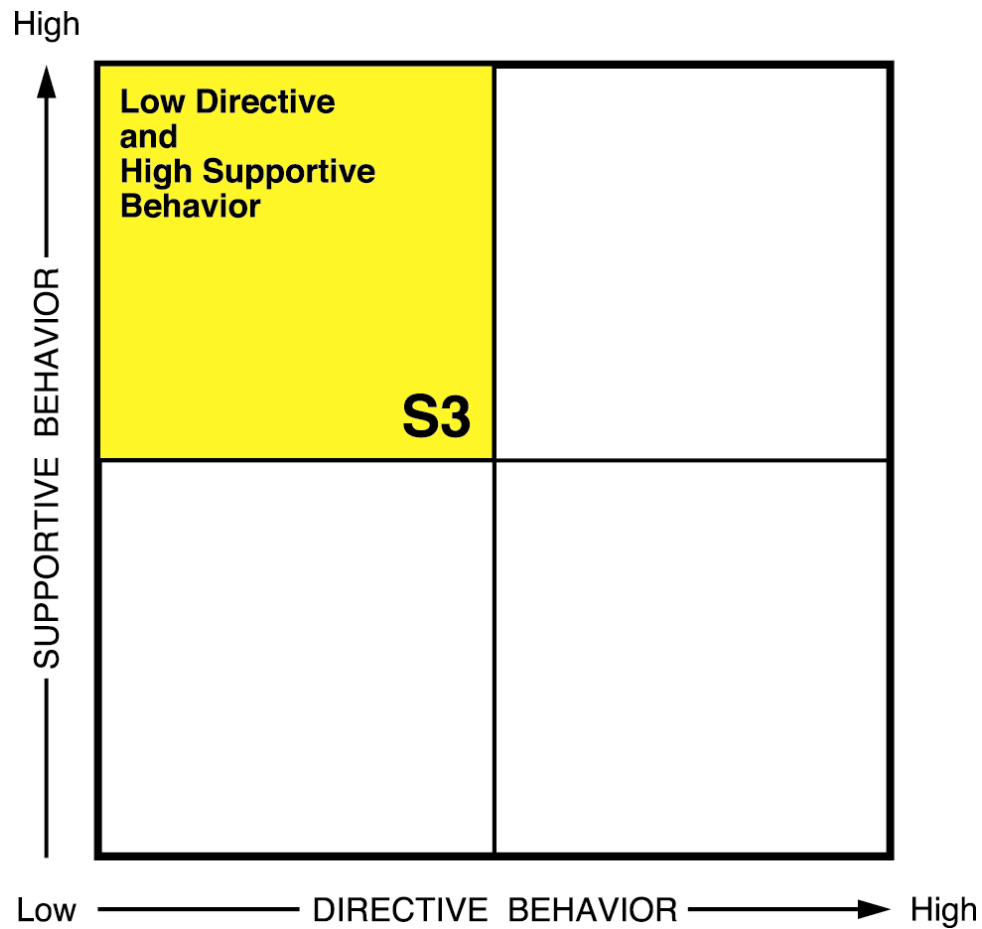
Leadership Style 1



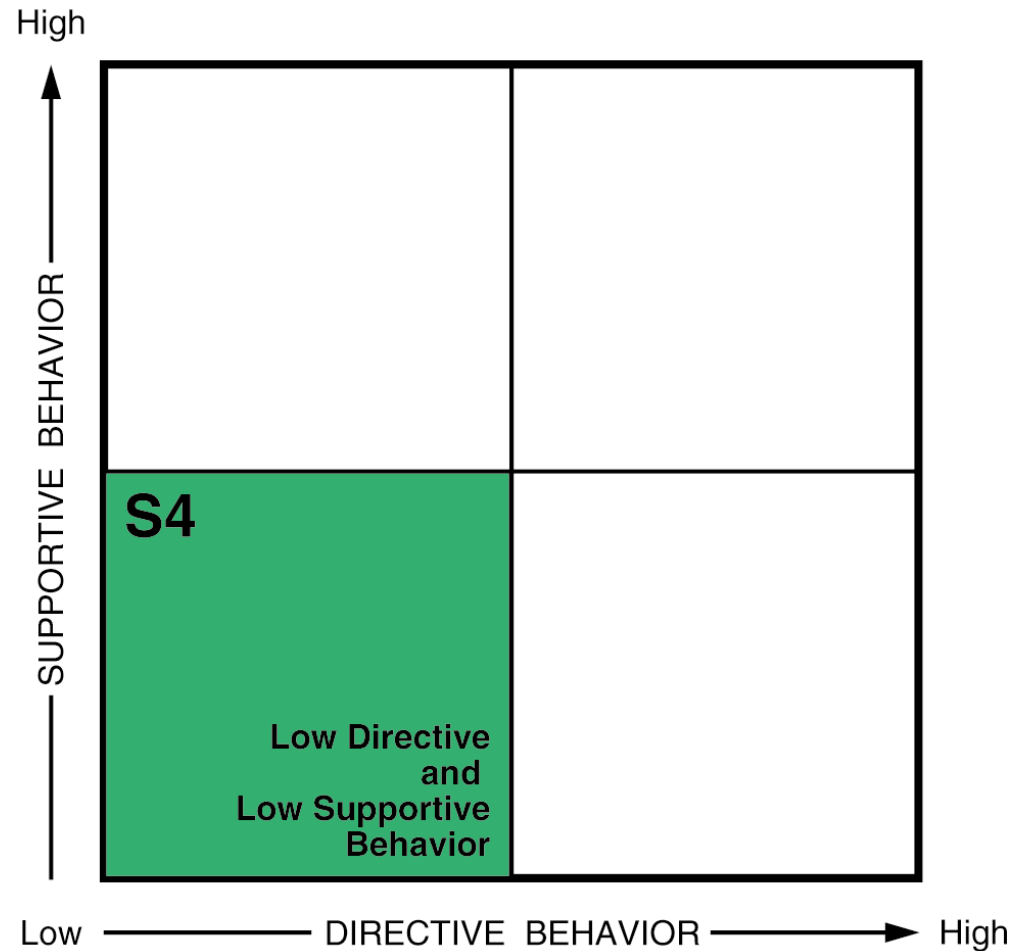
Leadership Style 2



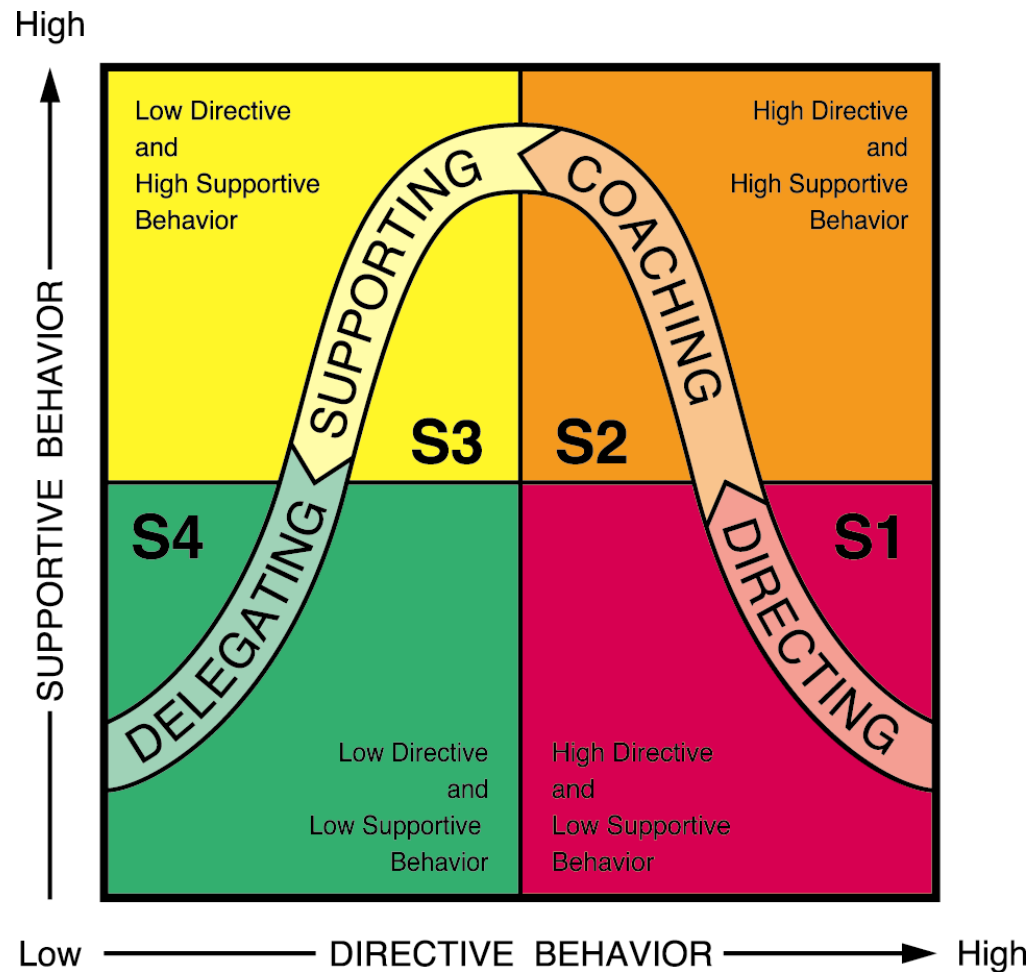
Leadership Style 3



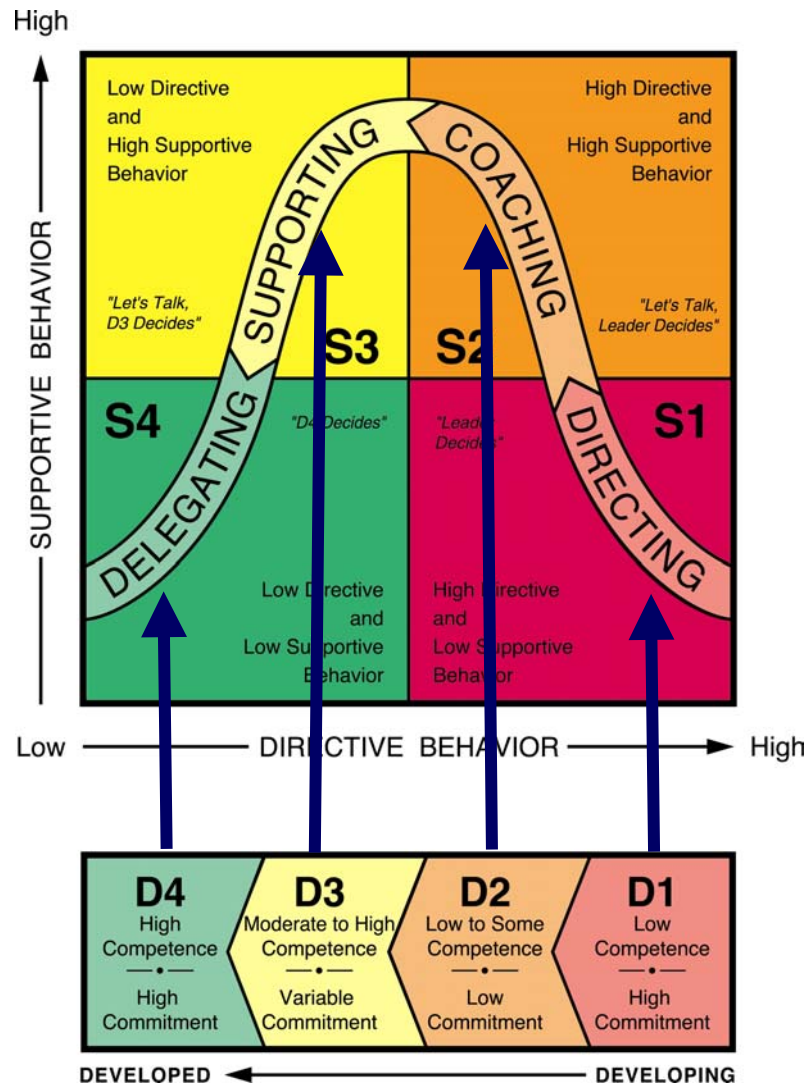
Leadership Style 4



The Four Leadership Styles



The Situational Leadership Model





Coaching Process

QUICKLY ID CORE TYPES

First – determine if they are Introverted or Extroverted

- **COMMANDER (Ext)**
 - C= raw power
 - C/O = power somewhat subdued, more serious
 - C/E = power somewhat softened, more playful
- **ORGANIZER (Int)**
 - O = serious and reserved
 - O/C = reservation modified by power
 - O/R = seriousness softened, gentler
- **RELATER (Int)**
 - R = gentle friendliness, reserved
 - R/O = friendliness is modified by seriousness
 - R/E = less reserved, more open and friendly
- **ENTERTAINER (Ext)**
 - E = animated, approachable and playful
 - E/C = less playful, more power behind approach
 - E/R = less animated, more reservation to approach

**WATCH THE BODY...THE BODY
ALWAYS TELLS THE TRUTH!**

EXTROVERTS / INTUITIVES

THINKERS

Commander

- Driven, determined
- Achievement oriented
- Goal seekers
- Prefer accomplishment
- Direct, logical, authoritative

Entertainer

- Friendly, sociable, playful
- Interaction oriented
- Experience seekers
- Prefer to get noticed
- Indirect, relational, talkative

FEELERS

Organizer

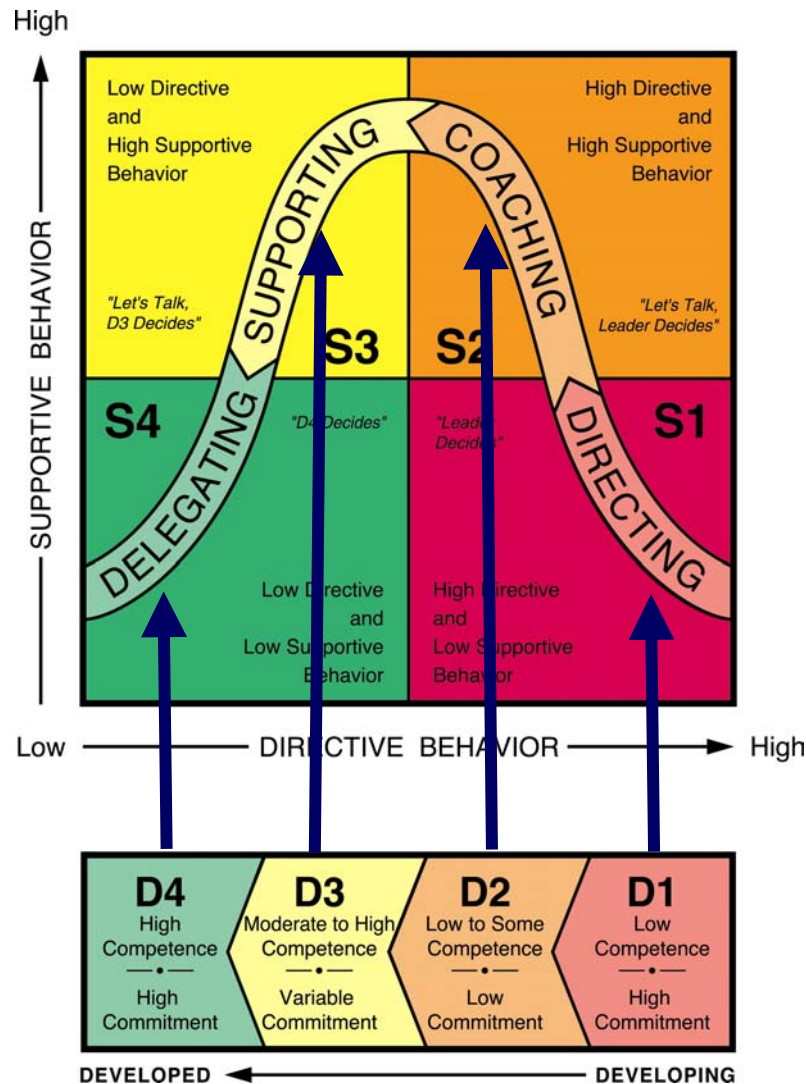
- Serious, to-the point
- Process oriented
- Correctness seekers
- Prefer specifics
- Direct, precise, detailed

Relater

- Laid back, easy-going
- Relationship oriented
- Harmony seekers
- Caring, genuinely concerned
- Indirect, relational, listeners

INTROVERTS / SENSORS

The Situational Leadership Model



Coaching Process

What does success look like?

What is the current situation?

What stands in the way?

What is the solution?